

OUTGOING MESSAGE

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1. THERE ARE NO LONGER ANY 'P' SCALE POSITIONS, ALL POSITIONS ARE ESTABLISHED AT FSN GRADE LEVELS AND ARE PRESENTLY FILLED BY EMPLOYEES ON A RETAINED 'P' SCALE. D/PERS HAS DIRECTED THAT NO INTRA 'P' SCALE PROMOTIONS MAY BE GRANTED. SHOULD A VACANCY OCCUR IN AN FSN POSITION OCCUPIED BY A 'P' SCALE EMPLOYEE, A LOWER GRADED 'P' SCALE EMPLOYEE MAY BE ASSIGNED TO THE POSITION. IF ANY PROMOTION WERE SUBSEQUENTLY GRANTED, IT WOULD HAVE TO BE TO THE EQUIVALENT FSN LEVEL AT WHICH THE POSITION HAS BEEN CLASSIFIED. FOR EXAMPLE, IF ONE OF THE FBPG-11 UNIT CHIEFS RESIGNED OR RETIRED (POSITION GRADED AT FSN-10), YOU COULD FILL THE POSITION FROM THE LOWER GRADE MONITORIAL RANKS (FBPG-09 OR 10) BUT ANY PROMOTION WOULD HAVE TO BE MADE TO THE FSN SCALE, IN THIS CASE, FSN-10. BECAUSE THE 'P' SCALE EMPLOYEES ARE PRESENTLY ABOVE THE FSN SCALE SALARY LEVEL, THE NET RESULT OF

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ANY PROMOTION TO THE FSN SCALE NOW WOULD BE TO PLACE AN EMPLOYEE INTO SAVED RATE STATUS (VERSUS PRESENT GRADE/SCHEDULE RETENTION STATUS) PRIOR TO THE TWO YEARS PREVIOUSLY ESTABLISHED. SAVED RATE BRINGS WITH IT RECEIPT OF ONLY 1/2 OF COL INCREASES AND LOSS OF PSI'S. 4

2. ANY PROMOTION WOULD BE COMPUTED AS AN 'EQUIVALENT INCREASE' OF ONE STEP IN THE EXISTING GRADE. THE ONLY TIME SUCH A PROMOTION WOULD FINANCIALLY BENEFIT AN EMPLOYEE WOULD BE AFTER THE EMPLOYEE WOULD HAVE RECEIVED HIS LAST DUE STEP INCREASE ON THE FBPG SCALE AND NO COL'S WERE SCHEDULED BETWEEN THE DATE OF PROMOTION AND THE MANDATORY REVERSION TO THE FSN SCALE IN AUG 1982. 4

3. ALTHOUGH THE TERM 'PROMOTION' MAY CARRY SIGNIFICANT PRESTIGE WITH THE FOREIGN NATIONAL EMPLOYEES, EACH SHOULD BE AWARE OF THE POSSIBLE FINANCIALLY NEGATIVE IMPACT SUCH AN ACTION WOULD BRING WITH IT AT THIS TIME (EVENTUAL LOWER CSR PAID-IN CONTRIBUTIONS, LOSS OF AT LEAST 1 PSI, AND CAPPING COL'S TO 50 PERCENT). BECAUSE OF THIS, IF A VACANCY OCCURS, SUGGEST YOU FILL THE

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